

# A Provincial Overview

Vol. 5 No. 2

Education Relations Commission

November 1983

## 1983-84 NEGOTIATIONS UPDATE

**Settlements:** As of November 17, 1983, 63 of 200 possible sets of negotiations remain unsettled for 1983-84 (17 Elementary, 37 Secondary, and 9 RCSS). This represents 39.6% of the 159 situations actually subject to negotiations in this round of bargaining.

### ERC CONDUCTS RBO IN WEST PARRY SOUND

Trustees, administrators and elementary school representatives met with members of the ERC in Huntsville on Oct. 14 and 15 to explore ways of further improving relations within their work environment. During the course of this highly successful two-day workshop on Relationship by Objectives (RBO), the parties mutually agreed to a series of goals and specific action steps that will, when implemented, promote sound working relations in West Parry Sound.

The RBO program was first developed by the Federal Mediation and Conciliation Service in Washington, D.C., and was subsequently adopted with modifications by the Ontario Ministry of Labour and the ERC. Mr. Harry Sparling, who directs the RBO program for the Ministry of Labour, accompanied the ERC staff to West Parry Sound and provided assistance. At the close of the workshop he applauded the participants for their commitment and hard work which, in his experience, had resulted in one of the most productive and creative RBO sessions.

### STAFF VISITS RE DATA RESOURCES

During the Spring of 1983 an invitation was extended to all trustees, administrators and members of branch affiliates to discuss the data resources of the Commission with Research Services staff. A number of visits have already been made and requests continue to be received. The sessions provide the parties with an opportunity to better understand the information services provided by the ERC. If such a meeting would be of interest to a group in your school board, please contact the Commission at the address or telephone number provided on this page.

### INDIVIDUAL SUMMARIES REVISED

Commencing with this mailing collective agreement Individual Summaries - for 1982-83 onwards - will be issued in a revised format. As previously, the front page indicates the teacher salary grid and the back page is a summary of other provisions negotiated by the parties. Details of sabbatical leave plans, while still available on request, have been deleted. However, the summary now reports on the following provisions: vision care plan; severance payment; early retirement incentive plan; benefit and/or retirement gratuity capping; deferred salary leave; principal and/or vice-principal workload; lump sum payment; discipline/just cause; local check-off; and letter(s) of intent.

ISSN 0226-5508

CA24N

DE 700

- P65

5 1983

School Board/Teacher  
Collective Bargaining  
1983-84

## PUBLICATIONS AVAILABLE

### a) Included in this mailing:

- 1981-82 Individual Summaries: Final Update
- 1983-84 Individual Summaries: 3rd Update

### b) Available on request:

- Clause File # 25: Early Retirement Incentive Plans, 1982-83
- Monograph # 33: Compensation Statistics, 1982-83

## PART OF RESTRAINT LEGISLATION JUDGED UNCONSTITUTIONAL

The Divisional Court of Ontario has found Section 13(b) of Ontario's Inflation Restraint Act to be unconstitutional and of no force and effect.

In reaching this conclusion, the Court noted that the Act's purpose was to restrain increases in compensation within the public sector of the Province. While finding the compensation restraint aspect of the legislation justified, the Court observed that the effect of Section 13(b) was to extend all terms and conditions embodied in collective agreements beyond their normal expiry date, thereby significantly limiting the ability of employees to engage in negotiations on a range of non-compensation matters. Further, in the instance of unions operating under the Labour Relations Act, Section 13(b) prevented them from having a bargaining agent of their choosing. These limitations were found to unduly infringe upon the guarantee of freedom of association contained in the Canadian Charter of Rights and Freedoms.

One of the three cases heard by the Court was a request by the Durham Board of Education for judicial review of a determination by the Education Relations Commission that it had jurisdiction to hear a complaint of a failure to bargain in good faith. The complaint was filed by the secondary teachers, in respect of their negotiations for 1982-83.

One result of the Court's finding is to sustain the Commission's determination. A more far-reaching consequence of the ruling, however, is that while it maintains the constraints upon compensation increases provided for by the Inflation Restraint Act, it restores the normal mechanisms available within the School Boards and Teachers Collective Negotiations Act for bargaining activities related to non-compensation matters.

The Attorney General is appealing the decision.

Inquiries concerning this publication or any Commission activities should be addressed to:

The Education Relations Commission,  
111 Avenue Road,  
Suite 400,  
Toronto, Ontario  
M5R 3J8 (416) 922-7679

## Trends in Bargaining Activity, 1976-77 to 1982-83

The number of collective agreements covering Elementary, Secondary and RCSS teachers totals approximately 200 in any one year. Because of the existence of multi-year agreements, there typically are fewer than 200 sets of negotiations conducted per year. As can be seen in the table below, the number of negotiations increased during the 1976-79 period, which coincided with the Federal Anti-Inflation controls, and decreased during 1979-81 when free collective bargaining was restored. The number of negotiations in 1981-82 and 1982-83 began to increase, possibly as a result of economic uncertainties, and the imposition, once again, of restraint legislation.

The average length of negotiations, for all panels, increased from 7.7 months in 1976-77 to 10.1 months in 1979-80, the year following the removal of wage controls. Similarly, the number of third party (mediator and fact finder) appointments and the average "stage scores" (a measure of how far into the bargaining process the parties proceeded before settlement) consistently increased during the same period.

These patterns were dramatically altered in 1980-81 and 1981-82. For each successive year, the average length of negotiations, the average number of third party appointments, and the average "stage scores" decreased. This dramatic reversal was due, in part, to several important policy initiatives taken by the

ERC. First, the Commission added, during this interval, a large number of fact finders with very high credentials to its cadre of third party neutrals. Second, the ERC encouraged fact finders to include in their reports recommendations on terms of settlement (where called for and justified). And third, it urged fact finders to back up their recommendations with rationale and data to make them more acceptable to the parties. These three initiatives successfully reduced the number of fact finder appointments, and where appointments had to be made, strengthened the fact finding process.

The RCSS negotiations in 1982-83 continued this favourable trend but negotiations in both Elementary and Secondary panels took a turn in the opposite direction. The problem there seems to have resulted from the re-imposition of wage restraint, and bargaining difficulties and inequities that arose when one panel of teachers settled prior to controls while the other was subject to the terms of the "transition year". This caused confusion and difficulties in bargaining, especially where there had been an historical pattern of wage parity between the elementary and secondary panels.

(Note: Information concerning "other" boards, e.g. isolate school boards, Canadian Forces Bases, etc., has been omitted from the tables.)

NUMBER OF NEGOTIATIONS

Year	Elem.	Sec.	RCSS	Total
1976-77	65	59	41	165
1977-78	74	71	45	190
1978-79	70	74	44	188
1979-80	62	54	42	158
1980-81	42	44	23	109
1981-82	50	51	37	138
1982-83	60	58	35	153

AVERAGE NUMBER OF THIRD PARTY APPOINTMENTS

Year	Elem.	Sec.	RCSS	Total
1976-77	1.31	1.03	1.49	1.26
1977-78	1.00	1.39	1.53	1.27
1978-79	1.64	2.47	1.59	2.00
1979-80	2.03	2.54	1.88	2.17
1980-81	1.05	1.93	1.35	1.47
1981-82	0.40	0.90	0.89	0.72
1982-83	0.67	1.08	0.34	0.75

AVERAGE LENGTH OF NEGOTIATIONS\*

Year	Elem.	Sec.	RCSS	Total
1976-77	7.8	7.8	7.3	7.7
1977-78	7.4	7.3	7.5	7.4
1978-79	8.7	10.2	7.6	9.0
1979-80	10.1	10.2	9.7	10.1
1980-81	8.3	9.2	7.6	8.5
1981-82	7.5	8.2	8.7	8.1
1982-83	8.5	11.3	6.4	9.1

AVERAGE STAGE OF BARGAINING\*

Year	Elem.	Sec.	RCSS	Total
1976-77	2.97	2.25	3.78	2.92
1977-78	2.38	3.54	3.87	3.16
1978-79	3.86	6.07	4.11	4.79
1979-80	4.73	6.11	5.93	5.52
1980-81	2.43	4.36	3.39	3.41
1981-82	1.58	3.65	3.92	2.97
1982-83	2.80	5.41	1.06	3.40

\*Average length of negotiations is measured in months elapsed from March of the year in which bargaining commenced to the month in which the collective agreement was signed.

\*The value of the stage of bargaining can range from 0 (no external involvement by the ERC) to 18 (pre and post fact finding mediation, fact finding report made public, last offer and strike votes conducted).

TABLE 1 Average Annualized On-Grid Salary\* Dollar and Percentage Increases, 1983-84 over 1982-83 (Weighted by the January 1983 Grid Distributions) by Term of Agreement/Year in Effect and by Month of Settlement

	Elementary			Secondary			RCSS			All Agreements		
	%	\$	n	%	\$	n	%	\$	n	%	\$	n
<b>Term of Agreement/ Year in Effect</b>												
<u>One Year</u>												
COLA	5.0	1,538	1	-	-	-	-	-	-	5.0	1,538	1
No COLA	5.3	1,682	34	5.2	1,834	27	5.0	1,515	31	5.2	1,680	92
Total	5.3	1,682	35	5.2	1,834	27	5.0	1,515	31	5.2	1,680	93
<u>1st of 2-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
<u>1st of 3-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
<u>2nd of 2-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	5.1	1,599	19	5.0	1,799	18	5.5	1,678	7	5.1	1,694	44
Total	5.1	1,599	19	5.0	1,799	18	5.5	1,678	7	5.1	1,694	44
<u>2nd of 3-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
<u>3rd of 3-Yr</u>												
COLA	-	-	-	5.0	1,799	1	-	-	-	5.0	1,799	1
No COLA	-	-	-	-	-	-	5.0	1,328	1	5.0	1,328	1
Total	-	-	-	5.0	1,799	1	5.0	1,328	1	5.0	1,738	2
<u>All Agreements</u>												
COLA	5.0	1,538	1	5.0	1,799	1	-	-	-	5.0	1,786	2
No COLA	5.3	1,658	53	5.1	1,823	45	5.1	1,542	39	5.2	1,684	137
Total	5.3	1,657	54	5.1	1,822	46	5.1	1,542	39	5.2	1,685	139
<b>Month of Settlement**</b>												
January-May	5.6	1,675	10	5.0	1,848	3	4.7	1,421	8	5.0	1,593	21
June	5.2	1,657	21	5.3	1,841	16	5.0	1,567	13	5.2	1,681	50
July	6.3	2,060	2	5.0	1,817	2	5.0	1,484	1	5.6	1,921	5
August	-	-	-	5.0	1,783	1	4.7	1,380	2	4.9	1,626	3
September	5.0	1,632	2	5.0	1,831	5	5.4	1,583	5	5.1	1,741	12
October	-	-	-	-	-	-	5.0	1,475	2	5.0	1,475	2
Total	5.3	1,682	35	5.2	1,834	27	5.0	1,515	31	5.2	1,680	93

\*Excluding increment and cost of living (COL) payments.

\*\*Includes only those agreements for situations bargaining in the 1983-84 round of negotiations. Figures are subject to change.

TABLE 2 Unweighted Average (Mean) Minimum and Maximum Teacher Salaries by Board Type, Qualifications, Category/Group and Number of Years to Maximum

Category D					Category C				Category B			
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.
4	17,592	22,729										
	( 2)*											
5	14,863	20,675	15,259	20,556								
	(11)			( 4)								
6	15,620	21,438	15,371	21,565	18,315	26,607						
	(24)			(22)		( 2)						
7	15,320	22,939	15,193	22,121	16,280	24,664	16,545	25,042				
	(11)			( 9)		( 6)		( 3)				
8	16,419	23,609	16,460	22,223	16,811	25,427	16,451	24,827	18,259	29,170	18,280	29,200
	( 5)			( 2)		(23)		(15)		( 3)		( 1)
9			15,040	23,049	16,572	25,833	16,533	25,689	18,108	28,721	17,397	27,844
				( 1)		(20)		(17)		(14)		( 5)
10			14,550	24,990	17,130	25,759	16,347	25,621	17,803	29,451	17,888	28,748
				( 1)		( 3)		( 4)		(25)		(26)
11									17,589	28,796	17,809	29,652
										(11)		( 7)
12									16,930	29,661		
										( 1)		
Average	15,550	21,845	15,345	21,750	16,737	25,554	16,484	25,300	17,848	29,117	17,821	28,806

  

Category A1/Group 1					Category A2/Group 2							
Yrs. to Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9	22,613	34,603	20,143	33,318			23,631	36,574	21,006	33,949		
	( 3)			( 2)				( 1)		( 1)		
10	20,307	33,713	20,356	33,888	19,965	32,715	21,454	35,802	21,120	35,826	20,880	34,951
	(30)			(25)		(16)		(24)		(19)		(10)
11	19,799	33,506	19,799	33,887	19,491	33,587	20,882	35,691	20,922	36,048	20,740	35,111
	(18)			(17)		(15)		(23)		(24)		(15)
12	18,897	33,586	19,394	35,113	19,542	33,406	19,949	34,697	20,273	36,342	20,509	35,795
	( 3)			( 3)		( 8)		( 6)		( 3)		(13)
13											21,403	35,760
												( 1)
Average	20,187	33,686	20,084	33,942	19,696	33,192	21,084	35,647	20,962	35,932	20,716	35,314

  

Category A3/Group 3					Category A4/Group 4							
Yrs. to Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9	25,215	40,027	22,590	38,080			26,181	41,812	23,556	39,901		
	( 1)			( 1)				( 1)		( 1)		
10	23,398	39,727	23,238	39,659	21,884	38,495	24,057	42,115	24,237	42,170	23,391	41,145
	(14)			(10)		( 4)		(13)		(10)		( 4)
11	22,747	39,546	22,677	39,770	22,686	38,826	24,218	42,270	24,034	42,526	23,939	41,186
	(24)			(27)		(12)		(22)		(20)		( 8)
12	22,671	39,403	22,892	40,170	22,238	39,146	23,930	42,002	23,809	42,351	24,062	41,310
	(14)			( 8)		(17)		(16)		(13)		(17)
13	22,092	38,260	22,838	40,184	21,972	39,711	22,209	39,829	23,798	42,530	24,008	42,027
	( 1)			( 1)		( 5)		( 2)		( 3)		( 8)
14					23,587	39,279					23,586	43,012
						( 1)						( 2)
Average	22,929	39,541	22,835	39,787	22,340	39,057	24,056	42,054	23,990	42,346	23,932	41,502

\* Number of Grids.

## Notes

1. Salaries have not been weighted by the distribution of teachers on the grid.

2. Split grids are annualized; if the number of years to reach max. changes, table reflects the greater number.

TABLE 3 Method of Category Placement-Qualifications Evaluation Council of Ontario (QECO)

QECO Programme*	Elem. No.	%	RCSS No.	%
QECO 2	1	3.4	-	0.0
QECO 2 + 3	1	3.4	-	0.0
QECO 2 + 4	1	3.4	-	0.0
QECO 3	23	79.5	16	80.0
QECO 3 with \$ Qual.	-	0.0	-	0.0
QECO 4	1	3.4	3	15.0
QECO 4 with \$ Qual.	-	0.0	-	0.0
Outlined in Agree.	2	6.9	1	5.0
Agreements	29	100.0	20	100.0

\*May be supplemented through modifications and/or exemptions or may be specific QECO Programme.

TABLE 4 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Certification*	Sec. No.	%
OSSTF 5	-	0.0
OSSTF 6	19	95.0
Not Specified	1	5.0
Agreements	20	100.0

\*May be supplemented through modifications and/or exemptions.

TABLE 5 Method of Payment of Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCSS No.	%
Grid + Allowance	8	27.6	-	0.0	13	65.0
Criteria:						
No Diff.	1	-	-	-	2	-
Sch. Type/Size	5	-	-	-	6	-
Sch. Type/Size and Exp.	2	-	-	-	2	-
Sch. Type/Size and Qual.	-	-	-	-	2	-
Sch. Type/Size, Exp. and Qual.	-	-	-	-	-	-
Other	-	-	-	-	1	-
Separate Grid	19	65.5	20	100.0	6	30.0
Criteria:						
Yrs. Exp.	9	-	17	-	1	-
Exp. and Qual.	1	-	-	-	1	-
Sch. Type/Size and Exp.	7	-	3	-	1	-
Sch. Type/Size, Exp. and Qual.	2	-	-	-	3	-
Other	-	-	-	-	-	-
Tch. and Sep. Grids	2	6.9	-	0.0	2	5.0
Flat \$ Amount	-	0.0	-	0.0	-	0.0
Agreements	29	100.0	20	100.0	20	100.0

TABLE 6 Cost of Living (COL) Provision

COL Provision	Elem. No.	%	Sec. No.	%	RCSS No.	%
All Agreements	-	0.0	1	5.0	-	0.0
Allowance Only	-	-	-	-	-	-
Fold-in Only	-	-	-	-	-	-
Allow. and Fold-in	-	-	-	-	-	-
1 Yr or 1st Yr of Multi-Yr Agreements	-	-	-	-	-	-
No Provision	29	100.0	19	95.0	20	100.0
Agreements	29	100.0	20	100.0	20	100.0

\*Adjustment to salary grid.

TABLE 7 Master's Degree Allowance

Degree Allowance	Elem. No.	%	Sec. No.	%	RCSS No.	%
Less than \$500	1	3.4	1	5.0	-	0.0
\$500-549	2	6.9	3	15.0	1	5.0
\$550-599	1	3.4	1	5.0	1	5.0
\$600-649	4	13.9	1	5.0	1	5.0
\$650-699	-	0.0	2	10.0	-	0.0
\$700-749	7	24.1	6	30.0	-	0.0
\$750-899	4	13.9	5	25.0	2	10.0
\$900 or more	1	3.4	1	5.0	-	0.0
No Allowance	9	31.0	-	0.0	15	75.0
Agreements	29	100.0	20	100.0	20	100.0

TABLE 8 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCSS No.	%
Grid + Allowance	19	65.5	1	5.0	16	80.0
Criteria:						
No Diff.	10	-	1	-	6	-
Yrs. of Exp.	5	-	-	-	1	-
Sch. Type/Size	4	-	-	-	6	-
Sch. Type/Size and Exp.	-	-	-	-	2	-
Sch. Type/Size and Qual.	-	-	-	-	-	-
Other	-	-	-	-	1	-
Separate Grid	8	27.6	17	85.0	1	5.0
Criteria:						
Yrs. Exp.	7	-	17	-	-	-
Yrs. Exp. and Qual.	1	-	-	-	1	-
Tch. and Sep. Grids	-	0.0	-	0.0	-	0.0
Flat \$ Amount	-	0.0	-	0.0	-	0.0
Not Specified	2	6.9	2	10.0	3	15.0
Agreements	29	100.0	20	100.0	20	100.0

TABLE 9 Board Subsidization of Employee Benefit Plans

Board Subsid. (%)	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) OHIP						
0*	-	0.0	-	0.0	1	5.0
25	1	3.4	-	0.0	-	0.0
60	1	3.4	1	5.0	-	0.0
75	8	27.7	5	25.0	1	5.0
80	4	13.8	3	15.0	2	10.0
85	2	6.8	-	0.0	6	30.0
90, 91	4	13.8	3	15.0	5	25.0
95	1	3.4	-	0.0	-	0.0
100	8	27.7	8	40.0	5	25.0
Flat \$ Amt.	-	0.0	-	0.0	-	0.0
b) Extended Health						
75	6	20.7	2	10.0	-	0.0
80	4	13.8	3	15.0	3	15.0
85	2	6.9	-	0.0	6	30.0
90	3	10.3	3	15.0	4	20.0
95	1	3.4	-	0.0	-	0.0
100	10	34.5	10	50.0	6	30.0
Flat \$ Amt.	-	0.0	-	0.0	-	0.0
No Plan	3	10.3	2	10.0	1	5.0
c) Dental						
0*	1	3.4	-	0.0	-	0.0
50	6	20.8	2	10.0	-	0.0
60	-	0.0	-	0.0	1	5.0
70	-	0.0	-	0.0	1	5.0
75	5	17.3	3	15.0	-	0.0
80	4	13.8	3	15.0	3	15.0
85	3	10.3	1	5.0	7	35.0
90	3	10.3	3	15.0	2	10.0
100	2	6.9	6	30.0	6	30.0
Flat \$ Amt.	1	3.4	-	0.0	-	0.0
No Plan	4	13.8	2	10.0	-	0.0
d) Long-Term Disability						
0*	14	48.4	11	55.0	14	70.0
60	1	3.4	-	0.0	-	0.0
70	1	3.4	-	0.0	1	5.0
75	1	3.4	-	0.0	-	0.0
80	-	0.0	1	5.0	-	0.0
85	-	0.0	-	0.0	2	10.0
90	2	6.9	1	5.0	-	0.0
100	1	3.4	3	15.0	2	10.0
Flat \$ Amt.	-	0.0	2	10.0	-	0.0
No Plan	9	31.1	2	10.0	1	5.0
e) Group Life Insurance						
Up to 50	1	3.4	1	5.0	-	0.0
67	2	6.9	1	5.0	-	0.0
75	5	17.2	3	15.0	-	0.0
80	-	0.0	1	5.0	4	20.0
85	1	3.4	-	0.0	5	25.0
90, 95	4	13.8	1	5.0	4	20.0
100	16	55.3	13	65.0	7	35.0
Flat \$ Amt.	-	0.0	-	0.0	-	0.0
f) Limitation on Employee Benefit Subsidy						
	24	82.8	15	75.0	13	65.0
Agreements	29	100.0	20	100.0	20	100.0

\*Plan exists; Board does not contribute towards payment of premium.

TABLE 10 Retirement Gratuity

Retirement Gratuity	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	29	100.0	19	95.0	18	90.0
Payment Crit.:						
Superann. Only	12		7		12	
Bd. Discretion	7		5		1	
Leaving Prof.	4		4		4	
Spec. Age.	8		6		2	
Health	13		9		3	
Other	1		-		-	
Min. Ser. Req'd:						
1 Yr. Unspec., No Min.	10		4		2	
5-7	4		3		2	
10-12	15		12		13	
15-20	-		-		1	
Payable to Estate	26		17		16	
Death Benefit	2		1		2	
Phasing Out	5		2		4	
Other Limitation	7		2		5	
No Provision	-	0.0	1	5.0	2	10.0
Agreements	29	100.0	20	100.0	20	100.0

\*Not mutually exclusive.

TABLE 11 Cumulative Sick Leave (C.S.L.)\*

C.S.L.	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	29	100.0	20	100.0	20	100.0
Max. Days Acc.:						
200-219	5		5		4	
220-239	4		3		7	
240-299	6		6		6	
300, 400	2		1		1	
No Max.	11		3		1	
Varies	1		2		-	
No Accum.	-		-		1	
No Provision	-	0.0	-	0.0	-	0.0
Agreements	29	100.0	20	100.0	20	100.0

\*For sick leave purposes.

TABLE 12 Extended Leave of Absence

Leave of Absence	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	22	75.9	13	65.0	12	60.0
Min. Serv. Reg'd:						
2, 3	2		2		-	
5, 6	1		-		2	
Not Specified	19		11		10	
No Provision	7	24.1	7	35.0	8	40.0
Agreements	29	100.0	20	100.0	20	100.0

TABLE 13 Sabbatical Leave\*

Sabbatical Leave	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	24	82.8	18	90.0	15	75.0
Min. Serv. Req'd.:						
4	-		1		-	
5	3		7		4	
6	6		2		2	
7, 10	12		8		7	
Not Spec.	3		-		2	
Basic Salary (%):						
40-70	5		3		3	
75	10		12		7	
80	5		1		3	
85-100	1		1		2	
Other	1		1		-	
Not Spec.	2		-		-	
Subseq. Serv. Req'd.:						
2	6		4		4	
3	14		11		11	
Other	2		3		-	
Not Spec.	2		-		-	
Det. of Max. No. of Leaves Spec.:						
% of Staff	8		2		-	
# of Staff	9		12		6	
Bd. Discretion	2		2		8	
Other	4		2		1	
No Provision	5	17.2	2	10.0	5	25.0
Agreements	29	100.0	20	100.0	20	100.0

\*Provision with longest specified period of absence.

TABLE 14 Maternity, Adoption and Paternity Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Maternity*	26	89.7	13	65.0	17	85.0
Max. Leave:						
1 Sch. Yr.	1		1		3	
2 Sch. Yrs.	17		6		7	
Other	8		6		7	
b) Adoption	25	86.2	15	75.0	20	100.0
c) Paternity	16	55.2	11	55.0	17	85.0
Agreements	29	100.0	20	100.0	20	100.0

\*Beyond provisions of Employment Standards Act.

TABLE 15 Negotiations and Federation Business Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Long-term Fed. Bus.*	15	51.7	12	60.0	6	30.0
Short-term Fed. Bus.	16	55.2	10	50.0	12	60.0
Negotiations	8	27.6	4	20.0	5	25.0
Agreements	29	100.0	20	100.0	20	100.0

\*Defined as 6 or more days.

TABLE 16 Class Size, Pupil-Teacher Ratio (P.T.R.)

Class Size, P.T.R.	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Class Size	9	31.0	9	45.0	4	20.0
Status:						
Mandatory	5		4		4	
Guideline	4		5		-	
Spec. No.:						
One	2		-		2	
More than One	4		5		1	
Combination	1		3		1	
No Class Size	20	69.0	11	55.0	16	80.0
b) P.T.R.	14	48.3	15	75.0	10	50.0
Status:						
Mandatory	13		14		8	
Guideline	1		1		2	
Spec. No.:						
One	6		11		7	
More than One	6		3		1	
No P.T.R.	15	51.7	5	25.0	10	50.0
Agreements	29	100.0	20	100.0	20	100.0

TABLE 17 Workload Provisions

Workload Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Teachers	17	58.6	15	75.0	10	50.0
Instruct. Load	11		13		3	
Noon-Time Superv.:						
Req'd	3		-		2	
Exempt.	3		1		-	
Both	6		1		5	
Other Superv.:						
Req'd.	3		2		2	
Exempt.	1		-		-	
Both	4		5		1	
Principals	4	13.8	-	0.0	9	45.0
Vice-Principals	4	13.8	-	0.0	6	30.0
Other Pos. of Resp.	1	3.4	13	65.0	2	10.0
Agreements	29	100.0	20	100.0	20	100.0

TABLE 18 Staff Allocation Provisions

Staff Alloc. Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Principals	3	10.3	7	35.0	4	20.0
Vice-Princ.	7	24.1	9	45.0	13	65.0
Other Pos. of Resp.	3	10.3	12	60.0	2	10.0
Guide. Teachers	2	6.9	12	60.0	1	5.0
Para-Prof.	6	20.7	1	5.0	7	35.0
Secret'l Ass't.	4	13.8	1	5.0	2	10.0
Agreements	29	100.0	20	100.0	20	100.0

TABLE 19 Surplus/Redundancy

Surplus/Redundancy	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	28	96.6	20	100.0	20	100.0
Factors Considered:*						
Seniority:						
Consec. Bd. Exp.	22		18		16	
Total Bd. Exp.	26		19		11	
Total Exp.	26		18		17	
Other	25		17		5	
Type of Contract	24		14		15	
Qualifications	27		20		20	
Effectiveness	6		6		7	
Board Discret.	27		20		20	
Other	1		-		3	
Accommodation:*						
Priority Transfer	27		20		20	
Lim. Displace.	7		6		2	
Unlim. Displace.	4		7		5	
Priority Reloc.	7		9		1	
Options in Lieu of Layoff:*						
Perm. Supply	14		9		1	
Retraining	2		3		-	
Sabbatical	-		1		-	
Spec. Assign.	1		2		2	
Br. Aff.-						
Spons. Plan	-		1		-	
Leave of Abs.	2		4		-	
Def. Salary**	19		13		14	
Red. Teaching	7		8		6	
Options at Layoff:*						
Priority Summer/ Occ./Night School	1		5		-	
Priority Supply	7		8		5	
Priority Recall	23		19		20	
Separation Allow.	13		12		1	
Early Retire.**	2		8		1	
Other options	1		1		-	
No Provision	1	3.4	-	0.0	-	0.0
Agreements	29	100.0	20	100.0	20	100.0

\*Not mutually exclusive.

\*\*Not necessarily in Surplus/Redundancy Provision

TABLE 20 Vacancy/Transfer

Vacancy/Transfer	Elem. No.	%	Sec. No.	%	RCSS No.	%
Vacancy						
Teachers:	14	48.3	9	45.0	10	50.0
Adv. Int. Posting	6		3		4	
Seniority Consid.	8		3		3	
Pos. of Resp.:	16	55.2	10	50.0	13	65.0
Adv. Int. Posting	6		4		7	
Seniority Consid.	8		4		5	
Transfer						
Teacher-Req.	16	55.2	14	70.0	15	75.0
Board-Initiated Reloc. Allow.	26	89.7	18	90.0	17	85.0
	3		5		4	
New Positions	21	72.4	10	50.0	15	75.0
Teacher/Bd. Discussion	16		10		10	
Agreements	29	100.0	20	100.0	20	100.0

TABLE 21 Number and Term of Agreements Included in this Overview

Agreements	Elem. (1)	(2)	Sec. (1)	(2)	RCSS (1)	(2)
Total Possible	76	76	76	76	48	48
Included in Summary	54	29	47	20	39	20
Term:						
1-Yr	35	14	28	11	31	12
1st Yr of 2-Yr	-	-	-	-	-	-
2nd Yr of 2-Yr	19	15	18	8	7	7
1st Yr of 3-Yr	-	-	-	-	-	-
2nd Yr of 3-Yr	-	-	-	-	-	-
3rd Yr of 3-Yr	-	-	1	1	1	1

(1) Salary grid data only (2) All data

TABLE 22 List of Agreements Included in the Overview by Agreement Code Number

Elementary				Secondary				R.C.S.S.			
001	013		039#*	052	065	078	090#		129*	142#*	
002#*	014	027		053	066*	079	091	117			155
003*	015#*	028	041#*		067	080#*	092#*	118#*			156
004	016			055*		081*	093#*				157*
005		030*					094*	120#*			158#
006	018	031*	044	057	070*	083	095	121	134	147*	160*
007*			045#*	058*			096#*	122			161
			046#*	059*			097#*	123*	136*	149	162
009	020#*	033#*	047		073*	086*	111*	124	137*	150#	163
	021*	034			074*	087*	112	125#	138#	151	164#*
	022	035	048	061#	075*		113	126#*		152*	165#*
	023		049#*	062				127#*	140#*	153*	166#*
012	024		050#*	063*	076#*		101*	128#*	141#*		167
			051	064							168
											169
											170
											172
											174*
											175*
											176#*
											177*
											178#
											184*
											185#*
											186
											188
											189
											190
											191
											192#*
											193
											196#*
											197
											199*
											200#*
											201*
											202#*

\*Teacher salary grid data only. #Additions.